Summary of the Findings of the Independent Investigation

Presented By

Beauvoir, National Cathedral School, St. Albans School, and Washington National Cathedral

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We caution that, in places, this report contains sensitive, graphic, and upsetting descriptions. These findings are not intended for children. We urge readers to exercise discretion in sharing the contents of the report.

Summary of the Findings of the Independent Investigation

Debevoise & Plimpton LLP has now reported the findings of an independent investigation into past sexual misconduct by adults against students to the heads, boards, and chapter of the Close institutions (Beauvoir, National Cathedral School, St. Albans School, and the Washington National Cathedral), and to the board of the Protestant Episcopal Cathedral Foundation (PECF), the entity that oversees the Close institutions. We, the current heads and chairs of the Close institutions, now write to provide a detailed summary of the findings as well as to describe the scope and process of the investigation.

We are reporting these troubling incidents in our past in the hope that our families, and especially the victims or survivors of sexual misconduct, will understand how seriously we take the information described in this report. As described below, after a months-long independent and comprehensive investigation, Debevoise found no evidence of sexual misconduct against students committed by any current employee of the Close institutions. Debevoise did, however, corroborate that 16 former employees or other adults associated with Close institutions committed sexual misconduct against students, mostly during the 1950s, 1960s, 1970s, and early 1980s, with the most recent corroborated incident dating back eleven years. The investigators found that policies and procedures that were first implemented in the late 1980s and early 1990s, as well as an increasing awareness of risks and prevention measures on the Close and in the broader culture, led to a dramatic reduction in incidents of sexual misconduct after that time. Debevoise also reviewed our current policies and practices regarding sexual misconduct and, while we have received recommendations for certain enhancements, which we are making, we have learned that our existing safeguards are consistent with best practices.

Debevoise investigated how prior leaders of the Close addressed allegations of sexual misconduct by adults against students that were reported to them and found that most of the accused former faculty and staff members were promptly made to resign. In a few instances, however, the allegations were handled less decisively than would be the case today under our current policies.

Where Debevoise has made a finding that sexual misconduct occurred, we have made reports to all known educational and other institutions where such individuals may have had contact with children. We have also made reports to law enforcement to the extent that a report was not previously made.

Debevoise has reviewed this summary and reported to us that it accurately summarizes its findings.

Approach and Scope

This process began in August 2018, when, after receiving news that a former St. Albans teacher had been accused of sexual misconduct at a different school, St. Albans contacted

its alumni proactively in an effort to learn whether that teacher had engaged in sexual misconduct while at St. Albans. After some alumni responded with accounts of sexual misconduct by other former teachers against students, St. Albans retained an experienced outside law firm, Debevoise, and announced, in February 2019, an independent investigation into all past incidents of sexual misconduct by adults against students. In March 2019, when the investigators found that some of the incidents involved adults and students from different Close institutions, we collectively announced that all four institutions on the Close were undertaking a comprehensive and independent investigation of sexual misconduct by adults against children at our institutions.

Our March letter announcing this joint independent investigation was distributed by mail and email as widely as possible within the Close community, including to alumni, parishioners, parents, board members, faculty, and staff—past and present—and also to those who had opted out of receiving correspondence from our institutions. All four of our institutions also posted the March letter on our websites and social media sites.

Our collective goal for the investigation was to fully understand any incidents where children on the Close were sexually abused so that we could help those who were harmed and strengthen our existing safeguards. To ensure that the investigation would be independent, comprehensive, and unsparing, we gave Debevoise full and unfettered access to files and witnesses within our control and asked everyone with relevant information to speak to the investigators. Over the last several months, Debevoise reviewed more than 40,000 documents and conducted interviews with more than 200 people. In addition to speaking with everyone who responded to the letter and those whom they believed might have relevant information, Debevoise also interviewed former board chairs, all living former bishops, deans, and heads of school, current and former faculty and staff, including some who were accused of misconduct, and former students, including victims or survivors. As part of the investigation, the PECF authorized former victims or survivors who came forward but were bound by non-disclosure provisions of settlement agreements regarding past sexual misconduct to share the allegations with the investigators.

There were some practical limits to information Debevoise could uncover. For instance, due to the passage of time, recollections have faded and some of the people who might have had relevant information are deceased. Additionally, some individuals with relevant information—including potential victims or survivors—did not respond to direct outreach or may have chosen not to come forward.

In accordance with Debevoise's investigative protocol, which is based on best practices developed over the course of numerous investigations on behalf of independent schools and other institutions, the investigators applied their judgment and experience to a number of factors to determine whether an allegation of sexual misconduct was corroborated, including whether there was a firsthand account, whether the account was refuted by credible evidence, and whether second- or thirdhand allegations were

sufficiently substantiated by similar allegations or independent sources of information. The investigators used the terms "sexual misconduct" or "sexual abuse" to refer to a wide range of behaviors, the key elements of which are that the behavior either involved physical contact or other conduct that was sexual in nature and caused physical or emotional harm. The investigators also used the term "boundary-crossing behavior" to refer to conduct that did not rise to the level of sexual misconduct and often did not involve physical contact, but which violated accepted adult-child boundaries and could have caused the student to feel uncomfortable or unsafe. We include descriptions of these incidents because we recognize that they can sometimes be a gateway to more serious transgressions, including sexual misconduct.

Decisions about whether to identify by name someone accused of corroborated acts of sexual misconduct were based on a thoughtful consideration of a wide range of factors and the totality of the circumstances, including: whether the allegation was sufficiently corroborated; whether it was a firsthand account; the severity and/or frequency of the conduct; whether the conduct was previously known and addressed; whether the accused person is deceased or continues to pose a danger to the community or the public; and the risk that identifying an accused person could lead to the inadvertent disclosure of witness or survivor identities. Further, the investigators were careful to report incidents to us in ways that would protect the identity of victims and witnesses who came forward confidentially, a practice that we have adopted in this summary. Consistent with our commitment to transparency and raising awareness and vigilance within our community about sexual misconduct by adults against children, some alleged incidents are described with a greater level of detail than others where the investigators received express consent from the victims or survivors of such incidents.

We also considered the question of whether to identify former administrators or other Close leaders who were in those positions when the incidents of sexual misconduct occurred. Had the investigators found clear and convincing evidence that known sexual misconduct was ignored by these Close leaders, we would identify by name the leader or leaders who failed in their responsibilities. As described below, no such finding was made.

The investigators reported to us that they received the full cooperation of each of the Close institutions throughout the investigation and have been able to conduct their inquiry with full independence.

Finally, we remain open to receiving any new or additional information about past incidents of sexual misconduct by adults against children on the Close. Such information may help to corroborate the accounts of other former students who have come forward and will also help us to learn from the past and continue to safeguard today's students. The lead investigator, Mary Beth Hogan at Debevoise, can be contacted by email at mbhogan@debevoise.com and by phone at (212) 909-6996. As experts in this field, Ms. Hogan and her team will make every effort to protect witness privacy and maintain

confidentiality over information that is shared, subject to notifications made to law enforcement, and legal obligations of the Close institutions.

I. St. Albans School

A. Overview

The investigation by Debevoise of past sexual misconduct by adults against students at St. Albans School was able to corroborate allegations against nine former St. Albans employees. The corroborated incidents of misconduct took place across several decades, from the 1950s until the most recent corroborated act, in 1991, and a majority of the incidents occurred in the 1970s.

The investigation determined that when past school administrations were made aware of a credible allegation of sexual misconduct by an adult against a student, the response in most cases was prompt and adequate, including, in some circumstances, the accused employee being made to resign. There were, however, other instances, described below, when past administrators did not respond as we would expect if the same conduct occurred today.

It is noteworthy how many victims or survivors from the 1950s, 1960s, and 1970s who spoke to Debevoise related that they did not tell anyone of the abuse at the time. Although it was a different era and there was far less discussion in families and schools about these topics, this finding underscores the critical and continuing importance of encouraging this type of discussion in our curricula, training programs, and Close families.

This summary of the St. Albans findings is presented in chronological order, starting with former employees accused of engaging in sexual misconduct against students in the 1950s and 1960s.

B. Corroborated Allegations of Sexual Misconduct against Students

1. *1950s and 1960s*

Firsthand sexual misconduct allegations were made by six former students against Larry Smith, a C Form teacher from 1950 until 1970.[1] Some of the incidents occurred at a

[1] At St. Albans, the Lower School is a combined elementary and middle school, consisting of grades 4 through 8, or, as they are referred to at St. Albans, Forms C, B, A, I, and II. The Upper School consists of grades 9 through 12, or Forms III, Form IV, Form V, and Form VI. We will be using the St. Albans' "Form" terminology to refer to grade years throughout the St. Albans portion of this letter.

summer camp for boys owned and operated by Smith located in Vermont, while others occurred at St. Albans. One former student accused Smith of repeatedly engaging in oral sexual activity with him and fondling him in the late 1950s, at the school, at the student's home and summer home, and at Smith's camp in Vermont, when the student was in C Form and B Form. This former student did not report the incidents at the time but came forward in 2009 and entered into a settlement agreement with the PECF in 2010. A second former student shared a firsthand account of being fondled by Smith in Smith's school dormitory room in the early 1970s, when the student was in C Form. A third former student accused Smith of fondling him during a school-sponsored ski trip in the early 1960s, when the student was 12 or 13 years old. A fourth former student shared that Smith once pressed his pelvis against the student's buttocks, outside his clothing, during a separate school-sponsored ski trip in the mid-1960s, when the student was in C Form. A fifth former student from the 1970s recalled that Smith once got on top of him in Smith's cabin in Vermont, and, on a separate occasion, put his hand down the student's sleeping bag to tickle and fondle him. A sixth former student accused Smith of engaging in oral sexual activity with him and fondling him in the mid-1950s, when the student was in B Form. This former student did not come forward to the investigators but, in 2008, made a report of the incident with Smith to the school and, in 2009, entered into a settlement agreement with the PECF. At that time, he also made allegations of sexual misconduct against an additional four former teachers from the 1950s, but the investigators were not able to corroborate those accounts.

In addition to these firsthand reports of sexual misconduct, the investigators received second- and thirdhand reports that Smith also engaged in fondling in his classroom and the Lower School locker room, and one former student recalled that Smith would playfully grab students in the Lower School showers and spank them.

Although the former students who came forward told the investigators that they did not report Smith at the time, the former student described above who entered into a settlement with the PECF in 2009—who did not come forward and did not respond to a request by investigators for an interview—has claimed that his parents reported Smith's misconduct at the time, in the 1950s, to the then-Headmaster and the then-Lower School Head. The investigators tried to corroborate that report, but were unable to do so. The investigators also heard from multiple witnesses who shared that there were rumors among students about Smith's behavior, and that some warned others to avoid him. From all the available evidence, including that Smith returned to St. Albans after he resigned to lead off-campus trips with students, the investigators concluded that past school administrators likely did not know about Smith's misconduct at the time, and that his resignation in 1970, which was voluntary and on good terms, was not due to an allegation of sexual misconduct. The investigators also found that the school provided Smith with positive references to teach in schools closer to the Vermont camp after his departure. The investigation found evidence that, after Smith left the school and no longer chaperoned off-campus trips with students, he faced charges in Vermont in the late 1970s

for sexual abuse stemming from an alleged incident at his summer camp, but uncovered no evidence that Smith was ever convicted. We have reported our findings about Smith to law enforcement and notified all other institutions that employed him where he would have had exposure to children. Smith died in 2005.

The next allegation of sexual misconduct was made against an Upper School teacher who taught at St. Albans in the 1940s, 1950s, and 1960s. A former St. Albans student alleged that this former teacher pulled him onto his lap and attempted to fondle him in the mid-1960s, when the student was in Second Form. The investigators also received a firsthand report from a different former student who alleged that, in the late 1950s, this same former teacher would place his hands on the student's shoulders in a way that made him feel uncomfortable. The investigators found no evidence that the school knew about these incidents, and the former teacher departed the school in good standing. We have reported this former teacher to law enforcement and to employers of his where he would have had access to children. This former teacher is deceased.

2. *1970s*

The investigators also received allegations of sexual misconduct by former faculty members against students from the 1970s.

Two former students provided firsthand and separate accounts of sexual misconduct by Earl Miller, a Lower School music teacher from 1971 until 1972. The misconduct took place in the former teacher's school apartment and in the school locker room and included having the students touch the former teacher's genitals and showing the students pornographic material. One of these former students did not report Miller at the time, but the other student told Debevoise that he reported the incident the following month to the then-Lower School Head, who compelled Miller to resign. Miller's midyear departure was corroborated by school records, including a letter from the school to parents informing them of Miller's resignation (which, however, indicated that Miller had resigned "upon the advice of his doctor"). Investigators found no evidence that any letters of recommendation were provided for Miller. One of these former students saw Miller working at the Cathedral, possibly as a volunteer usher, the following year, an account the investigators found to be credible, but were not independently able, through documents or otherwise, to corroborate. Under current Close-wide policies and procedures, an employee who departs from one Close institution due to a sexual misconduct allegation would be prohibited from later working in any capacity for a different Close institution. One of these former students also provided the name of another student whom he suspects may have been abused by Miller. The investigators contacted this former student, who did not respond. Miller has been reported to law enforcement and to his employers where he would have potentially had contact with children. Miller died in the 1980s.

The next set of allegations involves a former Lower School administrator and teacher from the 1960s and 1970s. One former student shared a firsthand account of this former teacher placing his hand down the student's pants and fondling him, when the student was in B Form in the mid-1970s. Another former student recalled that his brother was inappropriately tickled and touched by this teacher in his office in the early 1970s, and that the former teacher was known to do this to other students. Neither student reported the incidents to the school at the time. Two other former students claimed that this former teacher crossed appropriate faculty-student boundaries in class by having students sit on his lap and by making sexual jokes. The investigators found no evidence that the school knew about these incidents, and the former teacher left the school in the late 1970s in good standing. This former teacher has been reported to law enforcement and to all of his employers where he would have potentially had contact with children. This former faculty member is deceased.

Two former students shared firsthand accounts of sexual misconduct by William Cole, an Upper School classics teacher from 1971 until 1976. One former student alleged that Cole would fondle him, outside his clothing, during tutoring sessions in Cole's school apartment. He further claimed that Cole once touched his own genitalia and exposed himself to the student. These alleged incidents occurred in the early 1970s, when the student was in Fourth Form. This former student told Debevoise that his parents reported these incidents at the time to the then-Lower School Head. Although the investigators found the former student's claim of a contemporaneous report to be credible, they attempted to corroborate the claim and were not able to do so. Cole, who agreed to an interview with the investigators, acknowledged some wrongdoing, but stated that an administrator never spoke to him about his behavior, which raises the possibility that the Lower School Head took no action in response to the alleged complaint. In the end, the investigators determined that there was a lack of clear and convincing evidence to support either that the Lower School Head had received a complaint about Cole or that the Lower School Head made a determination that no action was warranted. In reaching that conclusion, the investigators considered, among other evidence, the fact that the same Lower School Head had responded appropriately to two other allegations of inappropriate faculty behavior towards students. Under our current policies, any report of sexual misconduct by an adult against a student must immediately be escalated to the Headmaster and there are specific procedures in place for how such reports are investigated and addressed.

Another former student from the mid-1970s told the investigators that Cole invited him to his school apartment when he was in Third or Fourth Form, showed him an "erotic magazine," and directed the student to undress, which he did. This student did not report the incident at the time. In an interview with Debevoise, Cole admitted to having engaged in some of the alleged misconduct, including with another former student who did not come forward to the investigators. Cole told the investigators that he voluntarily left St. Albans in 1976 after realizing he had a problem that caused him to behave

inappropriately with boys. He also expressed his deep regret for any harm he caused. Cole received a positive reference from the school soon after his departure, although his file has now been flagged to ensure that this will not happen again. Cole has been reported to law enforcement and each employer where he had access to children has been informed of the findings.

Two former students shared firsthand accounts of sexual misconduct by John Crabb, a Lower School science teacher from 1976 until 1979. One former student alleged that Crabb masturbated him and fondled him on multiple occasions in the late 1970s, when the student was in Second Form, including in Crabb's classroom and during off-campus excursions. Another former student alleged that Crabb showed him an adult magazine and asked to masturbate in front of the student during a sailing trip in the late 1970s. Although this former student did not report the incident at the time, he did describe his account to a school chaplain in the early 1990s, and the school administration responded by making a report to the independent school where Crabb taught at the time. The same former student spoke to the then-Headmaster in 2017 about his experience, and the Headmaster responded by making a report to Children's Protective Services in Michigan, where the incident occurred, and calling the independent school where it was believed Crabb taught, which advised that Crabb had retired the prior year. In addition to allegations of sexual misconduct by Crabb, the investigators received three accounts by former students of Crabb making sexualized comments in class and during a sailing trip. The investigators found no evidence that the school administration knew about any of these incidents, and Crabb departed the school in 1979 on good terms and received a positive reference. Crabb's file was flagged in the 1990s to ensure that he would not receive a positive reference from the school in response to future requests. Crabb is retired from teaching and did not respond to the investigators' request for an interview. We reported him to law enforcement and to his employers where he would have potentially had access to children.

The investigators also received reports from three former St. Albans students, two of whom were members of the Cathedral Choir, of sexual misconduct in the mid-1970s by Steve Erway, who was not affiliated with St. Albans or any other Close institution, but who lived with a former St. Albans faculty and staff member in a house off campus. The allegations against Erway are summarized in the Cathedral portion of this letter, at pages 16–17, and Erway is mentioned here as well because the victims or survivors were also former St. Albans students.

3. *1980s and 1990s*

Finally, the investigators received allegations of sexual misconduct by former faculty members against students from the 1980s and 1990s, with the most recent corroborated act of sexual misconduct occurring in 1991. The investigators also reported that they received no allegations that Vaughn Keith, a former teacher from the 1980s, engaged in sexual misconduct at St. Albans. Keith was found to have engaged in sexual misconduct

against students at an area school, the Key School, in the 1970s and was the subject of the August 2018 St. Albans letter mentioned above.

One former St. Albans student provided a firsthand account of sexual misconduct by Chris Sinderson, who was a C Form teacher from 1979 until 1986. This student alleged that in the early 1980s, in his C Form year, Sinderson would place his hand under the student's shirt and rub his chest, his stomach, and along his belt line. The former student said that this occurred on at least three occasions. Two other former students corroborated this account. The former student who shared the firsthand account provided the names of two other students in his class whom he suspects were similarly touched by Sinderson, but they did not respond to the investigators' request for an interview. The former student told Debevoise that he did not report the incident at the time.

A former teacher told Debevoise that in the mid-1980s, he observed Sinderson in class rubbing a different C Form student's back and reported the incident to the then-Lower School Head. Debevoise could not find evidence that school administrators spoke to Sinderson about the incident at the time, but he was neither suspended nor terminated. Although Debevoise was not able to find clear and convincing evidence of how, if at all, this Lower School Head addressed the complaint, partly because the Lower School Head is now deceased, the investigators could not rule out that the Lower School Head either took no disciplinary action in response to the complaint or did not recognize the complaint as one meriting an adverse employment action. The investigators noted, however, that this same Lower School Head had responded appropriately to two other incidents of inappropriate faculty behavior. Sinderson left St. Albans the following year, in 1986. The investigation found no indication that his departure was related to a complaint of sexual misconduct and one witness described to the investigators receiving a positive reference about Sinderson from St. Albans when Sinderson later applied to teach at another area independent school.

The investigators also spoke with the parents of a former student who alleged that their son was the survivor of unspecified sexual misconduct by Sinderson in the early 1980s. In 1997, many years after the alleged incident and after Sinderson had already left St. Albans, the parents reported their concerns to the then-Bishop and the then-Headmaster; in response, the Bishop called Sinderson's past employers and ensured that Sinderson's file at St. Albans would reflect the parents' complaint in the event of a future reference request. The investigators found that Sinderson's file reflects that no reference should be provided and, in fact, in 1999, when Sinderson requested a reference, he did not receive one. In 2001, Sinderson pleaded guilty in a Maryland court to sexual abuse of a minor arising from an incident at a different school in the early 1990s and was sentenced to five years in prison, all but six months of which were suspended. Sinderson is alive and, through an attorney, informed Debevoise that he was unwilling to be interviewed by investigators. We have reported these findings to law enforcement and to Sinderson's other employers where he would have had an opportunity to interact with children.

Three former students—two from St. Albans and one from NCS—credibly accused Ron Wilmore of sexual misconduct in the late 1970s and early 1980s. Wilmore was a Lower School teacher from 1975 until 1984, when he was forced to resign. One former St. Albans student told investigators that he was made to masturbate Wilmore in the teacher's apartment in the late 1970s, when the student was in First Form. The former student first reported Wilmore's sexual misconduct to St. Albans decades later, in 1998, and, at the former student's request, St. Albans responded at the time by reporting Wilmore's conduct to his then-current employer as well as a prospective employer. Another former student alleged that Wilmore showed him pornographic material in the late 1970s, when he was in First Form. He did not report the incident at the time. The investigators also received reports that Wilmore engaged in boundary-crossing behavior in the late 1970s and early 1980s that made St. Albans students feel uncomfortable, including showering with students in the locker room after sports practice, making inappropriate sexual comments in class, and engaging in sexual innuendo toward one student while driving him home. The investigators also learned that in the mid-1970s, in response to complaints from parents about the content of Wilmore's sex education class, St. Albans informed Wilmore that he would no longer be allowed to teach that class.

In July 1983, the parents of an NCS student, who was a rising ninth grader, reported to the then-St. Albans Headmaster that Wilmore had French-kissed and fondled their daughter at an off-campus picnic. The then-Headmaster met with Wilmore about the allegations and, separately, with the Headmaster's knowledge, Wilmore was evaluated by an NCS consulting psychologist. Wilmore admitted to the Headmaster and the psychologist that he had French-kissed the student, held her hand, and put his arm around her. The Headmaster placed Wilmore on probation for one year; required that he undergo counseling; directed Wilmore to avoid situations that would lead to a similar incident, like being alone with a student; and demanded that Wilmore refrain from making sexualized comments to students. Separately, the then-NCS Headmaster formally ended Wilmore's participation in the coordinate Literary Club as a faculty advisor.

A little over a year later, in the fall of 1984, the former NCS student confided to her parents that Wilmore had in fact raped her during the 1983 picnic. The former student's father reported this to the Headmaster and insisted that Wilmore, who denied the allegation, leave the school. The Headmaster forced Wilmore to resign. The faculty received a letter explaining that Wilmore had resigned "for personal reasons." Though recognizing that they have the benefit of hindsight, including knowing that the assault was more serious than originally reported, the investigators found that the Headmaster's disciplinary response in 1983 was too lenient given that there was no dispute that Wilmore had been alone and off-campus with the student and acknowledged that he had French-kissed and placed his arm around the student. The appropriate course, the investigators concluded, would have been to terminate Wilmore at that point.

In 1987, the former student and her family entered into a settlement agreement with the PECF, in which St. Albans and NCS agreed, among other undertakings, to make reasonable efforts to share information regarding sexual misconduct by teachers with other schools in the Washington, D.C. area; to raise awareness among students of the potential for improper sexual advances by authority figures; and to make a statement to faculty, staff, and students about the reason why Wilmore was asked to resign. Although the investigation confirmed that NCS fulfilled all of these undertakings at the time and that St. Albans satisfied most of them at the time, Debevoise could not determine whether St. Albans complied with the obligation to raise awareness about improper sexual advances by adults until 1993, when the school first adopted policies clearly prohibiting such behavior as part of a settlement with a different NCS student. We reported Wilmore to law enforcement and to former employers where he would have had the potential to come in contact with children. Wilmore died in January of this year.

The most recent corroborated act of sexual misconduct by a former St. Albans employee against a student occurred in 1991 and also resulted in a settlement with the PECF. A then-NCS student made a report at the time that a St. Albans coach, who was also a Cathedral staff member, had sexually assaulted her. Her report was investigated by the Cathedral and the coach was placed on administrative leave and banned from the Close pending the outcome of the investigation, but Debevoise learned that the ban was not adequately enforced. The then-Cathedral Dean terminated the coach after it was determined that the student's account was credible. In 1993, the student and her family entered into a confidential settlement with the PECF that included a provision requiring the institutions of the Close to adopt a comprehensive sexual misconduct policy, which the institutions satisfied. The investigators learned how the assault and its aftermath affected the former student and have provided the Close institutions with insights that will inform our training programs—of both teachers and students—in the future. This former coach has been reported to law enforcement. He died in March of this year.

C. Allegations of Boundary-Crossing Behavior

The investigators learned from former students about instances of boundary-crossing behavior by former teachers, including making sexualized comments about or to students, and giving back massages to students during class. The investigators also received a number of reports of boundary-crossing behavior by a longtime former Lower School teacher that occurred in the 1970s, 1980s, and 1990s, including taking showers with Lower School boys following after-school sports, grabbing students from behind while they stretched, inviting certain students to off-campus events, such as ski trips and movies, that were not sponsored by the school, and covering students' hands with boxer shorts to teach them how to type without looking at the keyboard. In 2004, several of these behaviors were reported by an anonymous alumnus to the then-Headmaster and the then-Lower School Head, who interviewed the teacher, received assurances that the troubling behavior had stopped, and took no disciplinary action. The teacher received a

contract offer to return the following year and, after retiring in 2005, received a positive letter of recommendation from the school. The former teacher's file has since been flagged to ensure that the school does not provide a positive reference in the future. In addition, we wish to emphasize that all of these boundary-crossing behaviors violate current Close policy and would result in serious disciplinary action, up to and including termination.

D. Uncorroborated Allegations of Sexual Misconduct by Adults against Students

A former St. Albans student came forward with a firsthand allegation of sexual misconduct against the longtime former teacher who is described above, at pages 11–12, as having engaged in boundary-crossing behavior that was reported in 2004. The former student told investigators that this teacher raped him on multiple occasions after school in the Lower School locker room in the late 1980s, when the student was in C or B Form. The former student told Debevoise that he did not report these incidents at the time and Debevoise did not find any evidence that the school knew about them. The investigators found the former student's account credible, but they were not able to corroborate the allegations and did not receive any other similar accounts about this former teacher, who is alive and is not currently employed in an educational setting with children. Debevoise contacted him for an interview, but received no reply. This former teacher has been reported to law enforcement and to employers where he may have had contact with children.

A number of former St. Albans students contacted the investigators to report that other former students had sexual relationships with former teachers. The investigators attempted to contact the former students, when names were known, but none of them responded. All of the second- and thirdhand accounts of such alleged misconduct were from the 1960s, 1970s, and 1980s. These relationships are expressly prohibited in current St. Albans policies and have been since 1993. Were such a relationship to occur today, it would result in the immediate termination of the faculty member.

Finally, a former student shared rumors with Debevoise about alleged sexual misconduct committed in the late 1980s and early 1990s by two other former St. Albans faculty members, but offered no detail about the alleged behavior and did not provide the names of any survivors. The investigators tried to, but could not, corroborate any of these rumors.

E. Recent Employee Misconduct outside the Scope of the Independent Investigation

In April 2019, Paul Wilson, a former St. Albans staff member from 2007 to 2015, pled guilty in Virginia to a single criminal count of interstate transportation of child pornography; he is scheduled to be sentenced in July 2019. In January 2019, St. Albans

sent a letter to parents about Wilson, which noted that as soon as the school learned, in July 2015, that Wilson was under investigation by law enforcement, he was immediately terminated and banned from the Close. The school has cooperated with law enforcement and there is no evidence that Wilson's alleged conduct involved any St. Albans students or students of any other Close schools. As such, Wilson's conduct was considered outside the scope of this investigation.

II. National Cathedral School

A. Overview

Debevoise's investigation into sexual misconduct by NCS employees against students found no evidence of sexual misconduct by any current NCS employee and determined that the most recent corroborated incident occurred over 30 years ago, and was known about, addressed, and reported to the NCS community at the time. The investigators did not corroborate any other sexual misconduct incidents by NCS employees against students.

Debevoise corroborated three incidents where NCS students were sexually abused by adults from other Close institutions, the most recent of which occurred in 1991. Debevoise also corroborated allegations that three former NCS teachers engaged in boundary-crossing behavior against NCS students, with the most recent incident occurring in the early 2000s.

B. Allegations of Sexual Misconduct by Past NCS Faculty and Staff Members against Students

1. *Corroborated Allegation of Sexual Misconduct*

The investigators reviewed a previously known and addressed incident of sexual misconduct from 1988 involving a former NCS teacher and a former student in the Upper School. Having reviewed the documentary evidence and spoken to witnesses with knowledge, Debevoise confirmed that once the misconduct was reported to the then-Headmaster, he immediately forced the teacher in question to resign. The Headmaster then informed the parents, faculty, and students that the teacher resigned due to a "personal incident" with a student that violated the sexual misconduct policy. Following the teacher's departure, the Headmaster wrote a positive letter of recommendation for the teacher's application to graduate school. The Headmaster explained to the investigators that because the former teacher was going to graduate school, and not on to another teaching position, he was comfortable providing a reference. Such a letter would not be provided today under the school's current enhanced policies and practices. This former teacher has been reported to law enforcement.

2. *Boundary-Crossing Incidents*

The investigators corroborated firsthand allegations of conduct in the late 1970s, early 1980s, and early 2000s by three former teachers and coaches that the investigation determined crossed healthy adult-student boundaries but did not rise to the level of sexual misconduct. These incidents included using suggestive language in class and inappropriate physical touching, including while tickling. The former students who described these incidents to the investigators indicated that they did not contemporaneously report them to the school. However, the Headmaster at the time of the earliest alleged boundary-crossing incident told investigators that he received information that students would spend too much time with the accused adult and responded by speaking to him, together with all the male faculty members, about maintaining appropriate adult-student boundaries.

3. *Uncorroborated Allegations*

There were allegations of sexual misconduct by adults against students that the investigators were not able to corroborate. Specifically, one former student told the investigators that a former coach had a sexual relationship with an unidentified Upper School NCS student in the early 2000s. No one else came forward about this former coach and Debevoise could not find any other evidence to corroborate the allegation. The investigators did find, however, that this same former coach was later convicted and sentenced for sexually assaulting an underage girl at a different school in the Washington, D.C. area.

Debevoise also learned from its review of documents that, in 2012, the Metropolitan Police Department informed NCS about an anonymous police complaint from a former NCS student who had alleged that a former NCS teacher—who was no longer employed by the school—had engaged in sexual misconduct in the 1990s with several unidentified NCS students. NCS responded to the 2012 report by reviewing its records and found no prior complaints against the former teacher, a fact that Debevoise confirmed. NCS cooperated with the police investigation at the time and Debevoise found no evidence that charges were ever filed. No former students contacted Debevoise about this former teacher.

Debevoise also received reports about four former NCS teachers and three former St. Albans teachers who are alleged to have had sexual relationships with Upper-School-aged NCS students, in the late 1960s, 1970s, and early 1980s. While Debevoise was not able to corroborate any of the reports, most of which were secondhand or thirdhand, a former Headmaster told investigators that he reprimanded one of the accused teachers for bringing an NCS senior to an off-campus event. The former Headmaster also reported to Debevoise that another accused teacher was not permitted to return the following school year after sending letters to a junior at a different area school that the Headmaster considered to be inappropriate. Existing NCS and St. Albans policies clearly prohibit

these relationships and were such a relationship to occur today, the faculty member would be immediately terminated.

4. *School's Response to Allegations of Sexual Misconduct Elsewhere*

Debevoise reviewed how, in 1996, NCS addressed a report that a then-current teacher had engaged in sexual misconduct against students elsewhere. After the teacher was criminally charged in 1996 of engaging in child molestation at a different school in a different state, he was immediately placed on administrative leave and the situation was candidly communicated to parents and students. NCS did not renew the teacher's contract for the following school year. The investigators found no evidence that this teacher engaged in inappropriate behavior at NCS. Although this former teacher subsequently received a positive reference letter from NCS in support of his application to a graduate program, NCS included a cover letter that referred to the circumstances leading to his departure from the school.

C. Alleged Sexual Misconduct by Adult Members of Other Close Institutions against NCS Students

1. *Corroborated Allegations*

Debevoise investigated past incidents where adult members of other Close institutions engaged in sexual misconduct against NCS students.

Debevoise reviewed past allegations by an NCS student against Ron Wilmore, who was a St. Albans teacher from 1975 until 1984. These allegations against Wilmore are more fully discussed in the St. Albans portion of this letter, at pages 10–11, but are also mentioned here because the victim was a former NCS student.

There was a corroborated incident of sexual misconduct in 1991 that is described in the St. Albans portion of this letter, at page 11. The incident is also mentioned here because the victim was a former NCS student.

A former NCS student provided to Debevoise a firsthand account of sexual misconduct by a Beauvoir teacher from the 1970s. This incident is discussed in the Beauvoir portion of this letter, at pages 17–18.

2. *Uncorroborated Allegation*

A former NCS student shared a secondhand report of a former Cathedral employee who allegedly groped an unnamed fellow NCS student in the early 2000s. The alleged victim did not come forward and the investigators did not hear from any other witnesses.

III. Washington National Cathedral

A. Overview

The investigation into sexual misconduct by adults against students at the Washington National Cathedral corroborated allegations of sexual misconduct against four adults. The most recent incident occurred in 2001 and there were no reported allegations of sexual misconduct since then. The investigation determined that Cathedral leadership responded promptly when credible allegations of misconduct or boundary-crossing behavior became known, including, in some cases, termination of the accused adult, as well as changes to policies and procedures. Debevoise's findings will be presented in chronological order, starting with a corroborated incident from the 1950s.

B. Corroborated Allegations of Sexual Misconduct by Adults against Students

Debevoise received a credible firsthand allegation about a former adult chorister from the 1950s. According to a former St. Albans student and member of the boys' choir, this adult chorister invited him to his home and showed him photos of nude women. The former student was between 10 and 12 years old at the time, and he told the investigators that he did not report the incident to anyone until now. This accused former adult member of the choir has been reported to law enforcement and is deceased.

A former St. Albans student who served as a Cathedral chorister and acolyte provided a detailed firsthand account to investigators about a former staff member who engaged in sexual contact with him, always off campus, on multiple occasions in the early 1970s. The student was in the Upper School at the time and told the investigators that he never reported the misconduct to the Cathedral or to St. Albans. We have reported the findings about this former staff member to law enforcement and to an institution where he had contact with children. This former staff member is deceased.

The investigators received three reports from former St. Albans students, two of whom were choristers at the Cathedral, of sexual misconduct by Steve Erway, who was not affiliated with the Cathedral or any other Close institution, but who lived with a former St. Albans faculty and staff member in the mid-1970s in an off–campus house. One former student recalled that Erway once put his hands down the student's pants in Erway's house when the student was in B or A Form, in the mid-1970s. Another former student alleged that Erway forcibly kissed him during a private music lesson in the student's home. A third former student described being fondled on two or three occasions in the mid-1970s in Erway's bedroom. None of the former students reported the incidents at the time. Erway was convicted in the late 1980s on a number of child sexual abuse charges in Colorado and Connecticut, unrelated to the incidents described here. He is currently registered as a sex offender in Colorado. We have reported these findings to law enforcement. The investigators contacted Erway for an interview and a

family member replied that Erway was deceased, although the investigators have not been able to confirm that report.

There was a corroborated incident of sexual misconduct in 1991 that is described in the St. Albans portion of this letter, at page 11. The incident is also mentioned here because the accused adult was a former member of the Cathedral staff.

Finally, Debevoise investigators reviewed a previously known incident of sexual misconduct by a former volunteer, who was accused in 2001 of fondling a boy in the Cathedral. The victim, who was not affiliated with any Close institution, reported the incident and Cathedral leadership immediately contacted the police and suspended the volunteer, who was criminally charged. Later in 2001, the Cathedral terminated the volunteer after he pled guilty to a misdemeanor stemming from the incident.

C. Boundary-Crossing Incidents

Debevoise reviewed and corroborated previously known reports of two boundary-crossing incidents. In each case, Debevoise found that the concerns were addressed promptly and appropriately by the Cathedral.

D. Uncorroborated Allegations of Sexual Misconduct by Adults against Students

The investigators received second- and thirdhand allegations of sexual misconduct about three former members of the Cathedral community, who were accused of misconduct ranging from groping a student to showing pornographic materials to choristers. None of the alleged survivors came forward and Debevoise was unable otherwise to corroborate these reports.

IV. Beauvoir

A. Overview

The investigation corroborated allegations of sexual misconduct against two faculty members from Beauvoir's past, one of which was previously known and publicly reported by school administrators.

B. New Allegation of Past Sexual Misconduct

A former NCS student provided a credible firsthand account to Debevoise of two sexual misconduct incidents by a Beauvoir teacher approximately 45 years ago. The former student did not report the incidents at the time and the investigators found no evidence that the school administration was aware of the misconduct or received any other complaints about the teacher. The former teacher is alive and the investigators contacted

him for an interview, but he did not respond. He has been reported to law enforcement and we have contacted employers where he would have had contact with children.

C. Previously Known Incident

Debevoise also reviewed the previously known and publicly reported incident of sexual misconduct by former Beauvoir third-grade teacher Eric Toth, who taught at the school from 2005 until 2008. In short, on June 9, 2008, the school learned that a camera located in Toth's classroom and belonging to him contained inappropriate photographs of children, including, as later determined, some of the students in this former teacher's third grade class. Once the camera was discovered, the school placed him on administrative leave, escorted him off campus, and notified law enforcement. He then fled the jurisdiction to evade arrest. The following week, Beauvoir administrators discovered that the former teacher had also placed hidden cameras in a school restroom, capturing images of students using the bathroom, and possessed additional inappropriate photographs and videos of children, some of whom were Beauvoir students. In the days immediately following the teacher's departure, the school spoke individually with the parents of students in his classes, informed the wider Beauvoir community within three days of discovering the misconduct, in June 2008, and sent two additional letters with updates on June 20 and July 18. The story was also widely covered by the news media. The school offered counseling to affected families, faculty, and staff, and held town halls to answer questions from parents and teachers. That summer, the board considered with counsel the extremely upsetting events and developed and implemented enhanced policies, procedures, and training programs designed to protect the safety of all children on the Close.

Debevoise found that the school cooperated with the investigations by the Metropolitan Police Department and Federal Bureau of Investigation. In 2013, the former teacher—who had been a fugitive for five years—was apprehended by law enforcement and brought to Washington, D.C. for trial. He pled guilty and, in 2014, was sentenced to 25 years in federal prison for producing child pornography.

Overall, the investigation found that when the school administration was made aware of the incident, its disciplinary response was swift, and an effort was made to keep families who were affected and the wider Beauvoir community informed, and to provide counseling support. Those efforts, however, were sometimes challenged by the competing interests of an ongoing criminal investigation into the rapidly-unfolding events and the privacy interests of the families and students most directly affected.

The investigators found no evidence of sexual misconduct complaints about this former teacher prior to June 2008. It is the case, however, that teachers and administrators had expressed concerns about his boundary-crossing physical and emotional closeness to students. None of those concerns rose to the level of sexual misconduct, but taken together and with the benefit of hindsight, Toth's behavior was troubling and had the

same conduct occurred today under the significantly enhanced policies and training programs now in place, it would have been dealt with swiftly and resulted in the suspension, if not the termination, of the employee.

In addition, Debevoise heard from one parent who, in addition to being upset about Toth's conduct, also was critical of the school's communications about, and response to, the incident. Beauvoir has spoken to that parent about the concerns she has raised.

V. Sexual Misconduct Policies, Procedures, and Reporting

The investigators reviewed current policies designed to prevent sexual misconduct by adults against students across the Close institutions and found that they reflect best practices and comply with the laws and regulations that apply to each institution.

Debevoise also reviewed past policies and training programs regarding sexual misconduct and found that they were comparable to those in place at other area independent schools and peer institutions and were enhanced over time, including as a result of important contributions from two sets of parents whose daughters were sexually assaulted by adults from the Close (which were described at pages 10–11), as well as an increased awareness of the risks.

Finally, Debevoise reviewed Close practices and policies regarding notifications to law enforcement of sexual misconduct by adults against students. Debevoise found that, prior to the 2000s, the Close institutions did not contemporaneously report known sexual misconduct allegations on a routine basis to the Metropolitan Police Department. The investigators determined that this was consistent with the law in the District of Columbia at the time, which did not require such reports to be made. Current Close-wide policies, which require such reporting, reflect current law. In addition, both of the known incidents of sexual misconduct by adults against children since 2000 (which are described at pages 17 and 18–19) were reported to law enforcement, as have all of the incidents newly learned of in the Debevoise investigation.

VI. Conclusion

We are deeply saddened that any student experienced sexual abuse through contact with an adult at one of our institutions. Our sincerest hopes are that this process has helped those former students and their families and that the knowledge and insights we have gained from this process will make us even more vigilant on behalf of our current and future students. Again, we thank all those who have come forward to share their experiences.

At the same time, we are heartened that the investigation did not uncover any recent incidents of sexual abuse by adults against children and we—together with our teachers and staff—will work every day to continue to keep the Close safe for our children.